

GOVERNMENT OF TELANGANA
ABSTRACT

THE MINIMUM WAGES ACT, 1948 - Revision of minimum rates of wages in the Employment in “ANY MANUFACTURING PROCESS CARRIED OUT IN ANY FACTORY AS DEFINED UNDER CLAUSE (M) OF SECTION 2 OR A PLACE DECLARED UNDER SECTION 85 OF THE FACTORIES ACT, 1948 OTHER THAN THOSE NOTIFIED UNDER PART-I OR PART-II OF THE SCHEDULE OF THE MINIMUM WAGES ACT, 1948” in Part-I of the Schedule to the Minimum Wages Act, 1948 - Preliminary Notification - Orders - Issued.

LABOUR, EMPLOYMENT, TRAINING & FACTORIES (LABOUR) DEPARTMENT

G.O.Rt.No. 350

Dated: 24-07-2018

Read the following:-

1. G.O.Ms.No.4, LET & F (Lab-II) Dept., 09.01.2012, Labour, Employment, Training and Factories (Lab.II) Department, published in Gazette No.281, dated 17.05.2012.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H1/7786/2016, dated:07.07.2018.

ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Telangana Gazette in English, Telugu and Urdu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

Dr. SHASHANK GOEL
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad for publication in the Extra-ordinary issue of Telangana Gazette and supply 20 copies to Government, 500 copies to the Commissioner of Labour, Telangana, Hyderabad.

The Commissioner of Labour, Telangana, Hyderabad.

All Collectors, through Commissioner of Labour, Telangana,, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.

The Law (F) Department.

Copy to:

The P.S. to Hon'ble Minister (Home & Labour).

The P.S. to Principal Secretary, LET & F Department.

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER

...Contd.2.

PRELIMINARY NOTIFICATION

In exercise of the powers conferred by sub-section(1) of Section 3 and sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Act 11 of 1948), the following revision of minimum rates of wages as specified in column (3) of the Schedule appended to this notification as payable to the each category employees specified in the corresponding entry column (2) thereof and employed in the employment in **“ANY MANUFACTURING PROCESS CARRIED OUT IN ANY FACTORY AS DEFINED UNDER CLAUSE (M) OF SECTION 2 OR A PLACE DECLARED UNDER SECTION 85 OF THE FACTORIES ACT, 1948 OTHER THAN THOSE NOTIFIED UNDER PART-I OR PART-II OF THE SCHEDULE OF THE MINIMUM WAGES ACT, 1948”** included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Act 11 of 1948) which is proposed to make is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of Section 5 of the said Act.

2. Notice is hereby given that any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within the period of two months from the date of publication of this notification in the Telangana Gazette, will be considered by the Government of Telangana.

3. Objections or suggestions should be addressed to the Principal Secretary to Government, Labour, Employment, Training and Factories Department, Government of Telangana through the Commissioner of Labour, Telangana, Hyderabad.

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Schedule			
ANY MANUFACTURING PROCESS CARRIED OUT IN ANY FACTORY AS DEFINED UNDER CLAUSE (M) OF SECTION 2 OR A PLACE DECLARED UNDER SECTION 85 OF THE FACTORIES ACT, 1948 OTHER THAN THOSE NOTIFIED UNDER PART-I OR PART-II OF THE SCHEDULE OF THE MINIMUM WAGES ACT, 1948			
Sl.No.	Name of the Category	Basic wage to be proposed in the Draft Notification at 1317 CPI points	Cost of Living Allowance to be paid per each point of increase (in Rs.)
1	2	3	4
1	Highly Skilled All Engineers - Production Manager/ Production Engineer/ Project Manager/ Works Manager/ Maintenance Engineer/ Sales Engineer/ Foundry Engineer/ Plant Engineer / Chemist/ Computer Programmer and other similar categories	16033	12.15
2	Skilled Lab Technician/Maistry in all trades/ Quality Checker/ Production Assistant/ Field Assistant/ Machineman / Asst. Foreman/ Welder/ Fitter/ Carpenter/ Machinist/ Blacksmith/ Mechanic/ Electrician, Mason and other similar categories.	12928	9.8
3	Semi-skilled: Asst. Welder/ Asst. Carpenter/ Asst. Mechanic/ Asst. Electrician / Asst. Machinist/ Asst. Painter/ Asst. Mason/ Asst. Blacksmith/ Asst. Turner/ Asst. Lathe Operator / Asst. Grinder/ Asst. Driller/ Asst. Maistry/ Gardener and other similar categories	10606	8.03
4	Unskilled: Helper/Attender/ Watchman/ Hamali / Ayah and other similar categories	9042	6.85
5	Office Staff		-0.02
i)	Manager	16033	12.15
ii)	Steno/Accountant	10435	7.9
iii)	Clerk/Typist/Cashier	10034	7.6
iv)	Unskilled: Helper/Attender/ Watchman/ Hamali / Ayah and other similar categories	9042	6.85

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the Industrial workers at 1317 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October. For this purpose, the average rise in the State Industrial Workers consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above 1317 points are specified at Col.No.4 against each category in schedule.

NOTE:-

1. If any categories employees in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category, being the same and similar category of work in this employment.
2. Where piece rate workers are employed, the remuneration to each of them for a normal working day shall not less than the minimum wage fixed for a general workers being similar work calculated on the basis of 8 hours
3. To arrive at a daily rate the monthly rate shall be divided by 26, which includes the rest day wages
4. Where the nature of work is the same, no discrimination on payment of minimum rates of wages should be made in respect of male and female workers.
5. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
6. If any category of employee is paid other allowances (i.e., other than the notified basic wage) they shall continue to get the said allowances in addition to notified basic wage.
7. If any category of employees is not included in this scheduled employment, they shall be paid same wages of the similar categories in any other scheduled employment. If the same is existed in more than one employment the notified minimum rates of wages whichever is high shall be paid.

Dr. SHASHANK GOEL
PRINCIPAL SECRETARY TO GOVERNMENT